



pRide



NOVEMBER, 2000

THE NEWSLETTER BY AND FOR

RHODE ISLAND STATE EMPLOYEES

ANNUAL OPEN ENROLLMENT: November 1-30, 2000 (Effective 12-31-2000)

During the entire month of November you can:

- Change health plans, or add dependents
- Enroll in any benefit plan
- Disenroll in any benefit plan
- Waive your health coverage and receive a BONUS of \$1,300 in December, 2001
- Attend a benefit fair at an agency near you (see schedule)

Changes become effective December 31, 2000.

Open enrollment applies to the following plans:

- All health plans (see page 11 for listing under "Helpful Telephone Numbers")
- Group Life Plan (Basic and Supplemental)
- Pre Paid Legal Plan
- Short Term Disability Plan
- Cancer Protection Plan
- Dependent Day Care
- There will be no change in benefits or contribution rates for this enrollment period.

NOTE: You may enroll or disenroll in Deferred Compensation plans at any time.

Choices You Need to Make

Use this newsletter to review your current benefits and decide if you would like to make a change. If you are satisfied with your current benefit plans, you do not have to do anything. These benefits will continue as is. To make any change, contact your agency personnel/payroll office for the appropriate forms. For Deferred Compensation plans, contact the plans.

Who is Eligible

You can participate in the benefits described in this newsletter if you are a State of Rhode Island employee regularly scheduled to work at least 20 hours per week. For the Section 457 Deferred Compensation Plan, you must be eligible for the Employee's

Retirement system in order to participate. (Temporary, emergency, and seasonal employees, and employees of the three universities, are not eligible for coverage under this plan. However, university employees who were enrolled in the Section 457 Deferred Compensation Plan prior to 1990 have been grandfathered-in.) You may cover your spouse and dependent children for medical, dental and vision coverage. For medical, dental and vision care coverage, you may choose either:

- Individual coverage for yourself only, or
- Family coverage for yourself and your eligible family members
- Or, if you can certify that you have medical coverage from another source, such as through your spouse's employer, you can waive State medical coverage. In this case, you will be eligible to receive an extra \$1,300 a year in a December, 2001 paycheck. You will automatically receive dental and vision coverage

Paying Pre-tax

If your medical plan choice requires a contribution, your payroll deductions will be paid for with pre-tax dollars. You also pay for your life insurance coverage (up to \$50,000), Cancer Protection, Short Term Disability Plan and Deferred Compensation Plan with pre-tax dollars. Pre-tax means your costs for benefits come out of your pay before federal and state income and Social Security taxes are withheld. In other words, you pay less in federal and state income and Social Security taxes. Taxes are payable in the future if you access the Short Term Disability Plan or Deferred Compensation Plan. The other eligible pre-tax benefits are never subject to tax under any circumstances.

When You Can Make Changes

Make your benefit choices carefully. You won't be able to change them until the next open enrollment period, unless you have a change in family status. Even then, you may only make a change to your coverage that is consistent with your family status change.

Benefits Fair Schedule

Active Employees, Early Retirees, Medicare Eligible Retirees	Thursday, November 2	10:00 am — 4:00 pm	RIPTA Garage, Connell Highway, Newport
Active Employees, Early Retirees	Wednesday, November 8	9:00 am — 3:00 pm	DOA Conference Room A, 2nd Floor, One Capitol Hill, Providence
Active Employees, Early Retirees, Medicare Eligible Retirees	Thursday, November 9	9:00 am — 3:00 pm	URI Multicultural Center, 74 Lower College Road, Kingston, Rhode Island
Early Retirees, Medicare Eligible Retirees	Friday, November 10	9:00 am — 3:00 pm	CCRI — Section 2510 of the Bobby Hackett Theatre, 400 East Avenue, Warwick
Active Employees, Early Retirees	Thursday, November 16	9:00 am — 3:00 pm	DOA Conference Room A, 2nd Floor, One Capitol Hill, Providence
Active Employees, Early Retirees	Friday, November 17	9:00 am — 3:00 pm	MHRH — Arnold Conference Center, Reagan Building, Cranston
Active Employees, Early Retirees	Monday, November 20	11:00 am — 3:00 pm	Zambarano Hospital Auditorium, Pascoag, Rhode Island
Active Employees, Early Retirees	Tuesday, November 21	9:00 am — 2:30 pm	MHRH — Arnold Conference Center, Reagan Building, Cranston

This publication is available in an alternative format.

This Calendar is Brought to You by

The Office of Personnel Administration 2001

JANUARY

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2001 State Holiday Celebrations

New Year's Day	-	Monday, January 1
Dr. Martin Luther King Jr.'s Birthday	-	Monday, January 15
Memorial Day	-	Monday, May 28
Independence Day	-	Wednesday, July 4
Victory Day	-	Monday, August 13
Labor Day	-	Monday, September 3
Columbus Day	-	Monday, October 8
Veterans' Day	-	Sunday, November 11 (celebrated on Monday, November 12)
Thanksgiving Day	-	Thursday, November 22
Christmas Day	-	Tuesday, December 25

Circled Days Indicate Pay Day for State Employees



When Rhode Islanders look for health insurance, they turn to us. That's why we insure over 60% of the state's population, under our commercial and senior plans. We also insure over 80% of the state employees.

When given a choice, Rhode Islanders choose us. There's good reason for this overwhelming support – Rhode Islanders know a good thing when they see it.

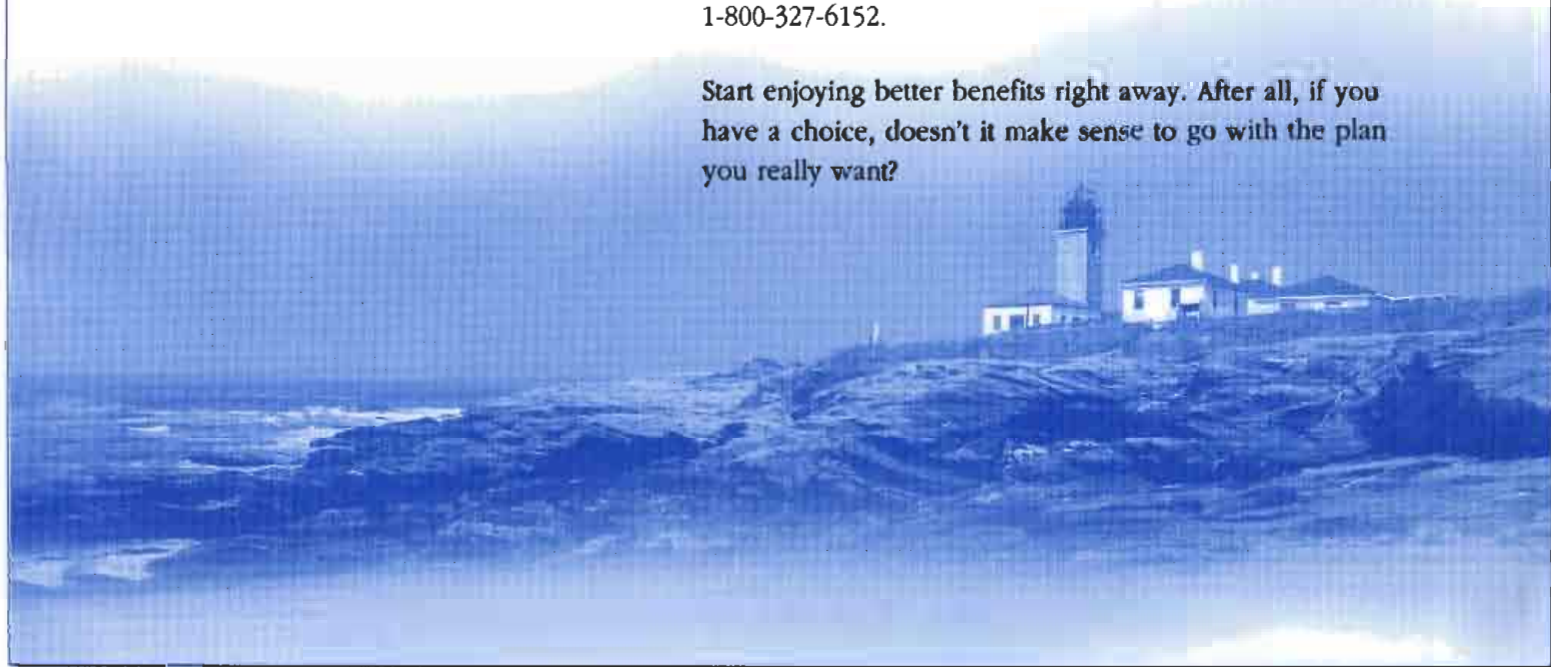


they know that we've been providing the best in health care coverage for over 60 years. They know that we have the state's largest provider networks, including nearly every doctor you'd want to see in Rhode Island. And they know that we offer the widest choice of plans in the state.

But if you're a typical Rhode Islander, you're also a smart consumer – you'll want to see for yourself. Be our guest! Compare any of our plans with our competitors'. You'll find that we offer the best benefits and best service. Once you compare, you know why thousands of Rhode Islanders choose us whenever they have a choice.

In the unlikely event you're not already enrolled in one of our plans, call us today at 401-831-6550 or toll-free at 1-800-327-6152.

Start enjoying better benefits right away. After all, if you have a choice, doesn't it make sense to go with the plan you really want?



You're Ready for a CHANGE... and Change is Good!



**Now is the time to sign up!
Join UnitedHealthcare Today!**

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Open access to specialists

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over 17,000 providers


myuhc.com: Your personalized internet site

Care Coordination: Eliminates need for medical necessity
review; Decisions are made between
you and your physician

Care24: 24-hour access to health information



UnitedHealthcare®
A UnitedHealth Group Company



Save for retirement with people you know – VALIC and American General Retirement Services

The more you have saved at retirement, the better you'll be.
That's why it's important to have a retirement plan that offers:

- **More investment choices to meet your needs:**
 - A wide selection of variable funds in Portfolio Director, VALIC's innovative fixed and variable annuity, as well as
 - Your choice of 19 mutual funds in the State's Deferred Compensation Plan (DCP) provided by American General Retirement Services (AGRS)
- **Well-known advisers and subadvisers**
- **Retirement and investment planning tools**
- **Educational seminars and materials**
- **Experience only a specialist can give**

**Local Retirement Planning Specialists,
Sharon Remillard, at 401-521-8666 or
Lynn Redding at 1-800-892-5558, ext. 89473**

**AMERICAN
GENERAL
FINANCIAL GROUP**

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For more complete information about VALIC and Portfolio Director, including charges and expenses, please call 1-800-44-VALIC (1-800-448-2542) to request a prospectus. For more information about AGRS and the mutual funds, including charges and expenses, please call 1-888-568-2542 for a prospectus. Please read the prospectus(s) carefully before investing or sending money. Portfolio Director is distributed by The Variable Annuity Marketing Company (VAMCO). Mutual funds are offered through American General Financial Advisors, member NASD.

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from Aetna

Invest in your future.

Invest in Aetna's Deferred Compensation program...
because you know a smart solution
when you see one.

FAMILY

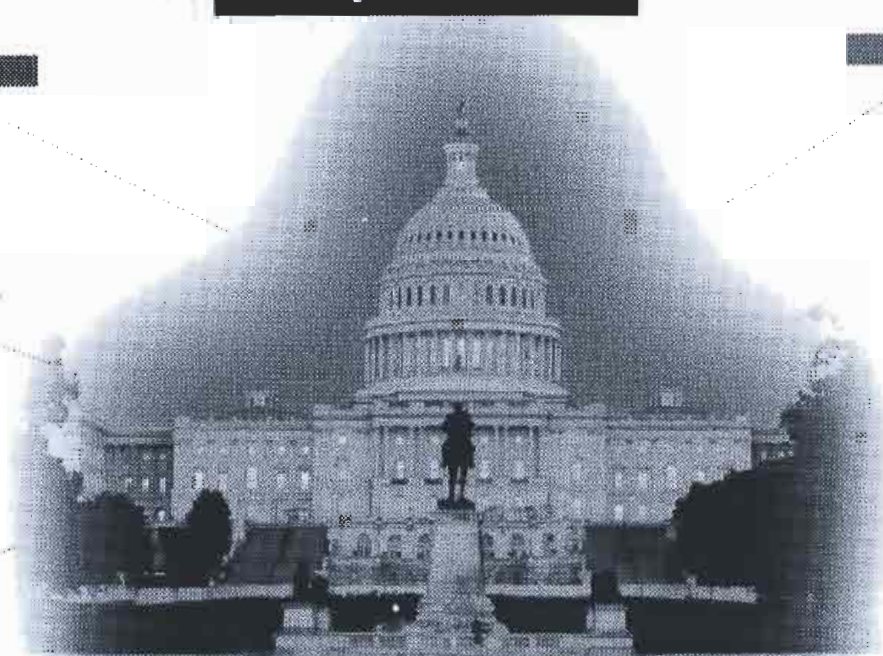
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EDUCATION

MANAGING
FOR TODAY

HOME

RETIREMENT



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100 Corporate Place
3rd Floor
Rocky Hill, CT 06067
1-800-238-8458

www.aetnafinancial.com

Call or e-mail us today for more information. Then, talk to us about Smart Solutions from AetnaSM

RETIREMENT PLANS, MUTUAL FUNDS, IRAs, ANNUITIES

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Aetna
Financial Services

Deferred Compensation Plans

Deferred Compensation plans are authorized under Section 457 of the Internal Revenue Code. This Section permits tax-favored status of contributions for eligible employees. In order to maintain this status, new legislation required that plans maintained by government employer hold all assets and income in trust, or in custodial accounts or annuity contracts, for the exclusive benefit of participants and beneficiaries.

How does the Deferred Compensation Plan Work?

With a deferred compensation plan, you postpone receiving (defer) a portion of your salary. It works like this:

- You decide, within certain legal limits, how much of your income you want to defer.
- Your employer will reduce your paycheck before income tax by that amount and forward it to your Deferred Comp. Provider/s on a regular basis.
- Contributions are invested in one or more of the investment options offered under the program. If your employer and plan allow it, you can select the investment options yourself.
- The contributions and any earnings that accumulate over the years are not taxed until you receive them. That's usually at retirement when you may be in a lower tax bracket.
- Your employer's deferred compensation plan has no effect on Social Security. Your Social Security contributions and benefits will be based on your total pay, including the amounts paid into the deferred compensation plan.

Your Employer's Deferred Compensation Plan Offers Important Benefits:

Tax-Deferred Contributions and Accumulation:

By deferring compensation, you have the opportunity to

- Lower your current income taxes because you postpone paying taxes on contributions and investment earnings until you withdraw them at retirement—a time when you may be in a lower tax bracket,
- Enjoy the advantage of tax-deferred compounding, and
- Accumulate more for retirement than you would with an after-tax retirement savings plan.

To illustrate how contributing toward retirement on a before-tax basis affects your paycheck, let's assume you earn \$30,000 in taxable income annually and you want to defer \$75 from each paycheck to a deferred compensation plan. You're paid every other week—26 times a year.

	Paycheck Before Joining Plan	Paycheck After Joining Plan
Income After Adjustments	\$1,154	\$1,154
Def. Comp. Contribution	-0	-75
Net Taxable Income	1,154	1,079
Federal Income Tax (28%)	-323	-302
Take-home Pay	\$ 831	\$ 777

With deferred compensation, your current federal income tax is reduced, so it only costs you \$54 out-of-pocket to invest \$75.

Meaningful Contribution Limit

Generally, you may defer up to 25% of your gross compensation or \$8,000 per year, whichever is less. Congress recently passed legislation to periodically adjust this \$8,000 limit to reflect inflation. As you near your normal retirement age, you may be able to defer more of your income under a special catch-up provision.

Portability

A 457 deferred compensation plan is "portable." This means that if you go to work for another employer who also maintains an eligible 457 deferred compensation plan, you may be able to transfer your benefits to your new employer's plan. If that isn't possible, you can receive your benefits or leave them in your former employer's plan (if the plan allows this) where they will continue to accumulate tax-deferred. (457 benefits cannot be rolled over into an IRA.)

If you choose to take your benefits, the distribution will be taxable in the year you receive the money. However, if your benefits are paid out in a series of periodic payments, you will only pay income taxed on the amount received each year.

Getting Started

This article has provided only the highlights of deferred compensation as offered by your employer, The State of Rhode Island. Please contact either your personnel office or the Office of State Employee Benefits (222-3160) for further details and to obtain the plan telephone numbers.

Need help with questions about planning your retirement?

Fidelity Investments® Representatives will be on site for **The State of Rhode Island Benefits Fairs**

Come learn how Fidelity® can help you
meet your retirement goals with

- A wide range of investment options
- One-on-one consultations
- Convenient account access
- Investment education information

Start planning for your future today!
Call Fidelity at 1-800-430-2363.

For more information about Fidelity mutual funds, including fees and expenses, call or write Fidelity for free prospectuses. Read them carefully before you make your investment choices.



Fidelity Investment Tax-Exempt Services Company, Inc.,
A division of Fidelity Investments Institutional Services Company, Inc.
82 Devonshire Street, Boston, MA 02109

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The Group Legal Plan

You may choose to enroll in the Group Legal Plan. The premium is \$3.16 for individual coverage and \$4.20 for family coverage per pay period.

What the Group Legal Plan Covers: By seeking legal advice early, you may solve simple problems before they become complicated and costly. If you join the Group Plan, you can get the assistance you need at a price you can afford. Signature Legal Care, administers the Group Legal Plan for the State. If you choose to join the plan, you and/or your covered dependents can use each of the services listed here.

Preventative Legal Services: There is no charge to you for preventative legal care services you receive through an independent law firm referred to as the Signature Legal Care Office.

Other Legal Services: These are services other than preventative legal services that you or your covered dependents receive from a lawyer. Services are limited to the amount shown on a schedule and a maximum lawyer benefit of \$17.50 per quarter hour. Not all legal charges are eligible under the plan and some are eligible only to a limited extent. Call Signature for more details about the plan.

Life and Accidental Death and Dismemberment (AD&D) Insurance

Basic Life Insurance

Your basic life insurance is equal to:

- Your basic annual earnings, rounded to the next higher \$1,000
- Maximum benefit: \$150,000

Supplemental Life Insurance

If you participate in the basic life insurance plans, you may buy supplemental life insurance equal to 1 time your basic annual earnings, rounded to the next higher \$1,000.

- Maximum supplemental life insurance benefit: \$150,000
- Maximum combined basic and supplemental life insurance benefit: \$300,000

Coverage Levels

You may choose basic life and AD&D and supplemental life insurance coverage for **yourself only**.

Life Insurance

Coverage

Basic Life Insurance and
Accidental Death and
Dismemberment Insurance (AD&D)

**Biweekly rate per
\$1,000 of coverage**
\$2.446

Supplemental Life Insurance

If you are:	Then your rate is:	If you are:	Then your rate is:
under 30	\$.032	65-69	\$.762
30-34	\$.042	70-74	\$ 1.28
35-39	\$.042	75-79	\$ 2.04
40-44	\$.069	80-84	\$ 2.86
45-49	\$.115	85-89	\$ 4.12
50-54	\$.189	90-94	\$ 5.97
55-59	\$.318	95-100	\$12.18
60-64	\$.494		

If you have any questions about the plans, call Aetna US Healthcare.

Saving Tax Money —

On dependent day care expenses through the State's new AFLAC FLEX PLAN.

It's your money: Dependent day care for children is expensive, but you may save tax money on this cost by participating in the State's cafeteria plan. This program may help you save taxes by establishing a **flexible spending account (FSA)** for you. Here is how it works: **Without an FSA**, you pay taxes on every dollar you earn — **then** you pay for dependent care. **With an FSA**, you can set aside a portion of each paycheck for dependent day care expenses. This amount is deducted from your paycheck before taxes are calculated, so the taxes you owe should **decrease**. In other words, **you won't pay taxes on the money you spend on qualified dependent care expenses!**

A dependent care flexible spending reimbursement account covers up to **\$5,000 per year** for the cost of day care for • dependent children under age 13 who qualify as tax dependent • anyone claimed as a tax dependent because of physical or mental inability to care for himself/herself.

Call Aflac for more information.

Cancer Expense Protection

Benefits and Features: Aflac's Cancer Expense Protection Plan pays for a multiple of benefits for internal and external cancer situations. Not only will we assist you financially upon diagnosis, we also will pay benefits for hospital confinement, radiation, chemotherapy, surgery, blood and plasma, second surgical opinions, ambulance benefits, transportation benefits, bone marrow transplant benefits of \$10,000, family lodging, extended care benefits, hospice benefits and more.

Some important features: • cash benefits paid directly to you • pays regardless of any other insurance • continues if employment terminates • payroll rates remain the same for your lifetime • guaranteed renewal for life with security of ownership • benefit may be individual or for all family members • premiums qualify to be deducted on a pre-tax basis.

Wellness Benefits: Cancer screening, mammography, and pap smear benefits are preventative benefits. Each year, Aflac will pay each covered person • \$70 per mammogram • \$50 per pap smear • \$50 for cancer screenings.

Call Aflac for premium rates.

Short-Term Disability Insurance

Consider the possibilities: If a disability temporarily keeps you from earning your full-time income, how would you pay your bills during recovery? Would you have to use some of your savings? Sell some of your assets? Try to borrow money? Aflac's Personal short-term Disability insurance policy (Series A57200) may help you with a source of income if you become disabled due to a sickness or off-the-job injury.

Monthly Benefits: From **\$700 to \$3,000**, subject to income requirements. **Benefit Periods:** 6 months, 12 months, 24 months. **Elimination Periods:** Accident or injury/sickness 0/30, 30/30, 90/90 days.

AFLAC's Personal Short Term Disability Insurance is your personal income protection plan; it is designed to help close the financial gap that can be created by your being disabled.

(Note: You can choose to have this insurance on a pre-tax basis. If you choose to have this coverage on an after-tax basis, the disability benefits you receive at the time you file the claim will be tax-free. If you choose to have this coverage on a pre-tax basis, the premium is tax-free and the disability benefits you receive at the time you file a claim are taxable.)

Call Aflac for further information.

BlueCHiPSM

We're 139,000 members and growing.

If you're covered by BlueCHiP, then you're in the company of thousands of other Rhode Islanders who enjoy quality healthcare coverage at very reasonable rates. With a network that includes over 2,700 doctors, most of Rhode Island's hospitals and labs, plus the flexibility to seek care out of the network it's no surprise Blue Cross is preferred 5 to 1 over the

competition. Whether you are coming from another Blue Cross plan or a completely different network, BlueCHiP is easy to join and even easier to use. To find out more about BlueCHiP, call 831-6550 or 1-800-327-6152.



BlueCHiP

Coordinated
Health Partners, Inc.

BlueCHiP is offered by Coordinated Health Partners, Inc., a wholly-owned subsidiary of Blue Cross & Blue Shield of Rhode Island. Both are independent licensees of the Blue Cross and Blue Shield Association.

The Dental Plan

You are covered under the State's Dental Plan without any contribution by you.

Individual Coverage — For yourself only

Family Coverage — For yourself and your eligible dependents, including your spouse and eligible dependent children up to age 19, or up to age 25 for full-time students. All basic care services are covered in full with no annual deductible, and some other services are covered at 50%. All services are covered up to an annual maximum of \$850. Includes a separate \$850 lifetime benefit for orthodontic (children under 19).

Call Blue Cross for additional plan information.

The Vision Plan

You are covered under the State's Vision Plan without any contribution by you.

Individual Coverage — For yourself only.

* **Family Coverage** — For yourself and your eligible dependents, including your spouse and eligible dependent children up to age 19, or up to age 23 for full-time students (age 25 if you are enrolled in an HMO).

Covered Services	When You Receive Care from a Network Provider	When You Receive Care from a Non Network Provider
Eye Exams — 1 per calendar year for each covered person	100%	\$20 maximum benefit
Materials:	You pay \$30 copayment	
— lenses	100%	\$18 maximum benefit
— contact lenses	\$18 maximum benefit	\$18 maximum benefit
— frame	100% up to the State wholesale allowance. If the frame cost exceeds the allowance, you pay the wholesale difference times two	\$12 maximum benefit

NOTE: VSP Members may receive laser surgery at a reduced cost.

Call Vision Service Plan for more details.

* **NOTE:** No dependent coverage if enrolled under Blue Cross Classic.

Hassenfeld Family Fellowship Rhode Island Public Service Fellowship

The Rhode Island Public Service Fellowship was established by the Hassenfeld Family Foundation to support promising public service leaders who work in Rhode Island's public and non-profit sectors. The mid-career fellowship provides tuition and a stipend towards the year-long Master in Public Administration Program at the John F. Kennedy School of Government at Harvard University. Recipients must return to public and/or non-profit service in Rhode Island for three years following graduation.

The John F. Kennedy School of Government is a professional school that prepares leaders for public service. The School has emerged as a forum for passionate debate about the past, present and future of public service and governance.

For further information:

617-495-1156 www.ksg.harvard.edu

John F. Kennedy School of Government, Enrollment Services
79 JFK Street, Cambridge, MA 02138

Helpful Telephone Numbers

Medical Plans

Traditional Plan

Blue Cross Classic Blue

(401) 831-6550
or 1-800-327-6152
(401) 831-2202
www.bcsri.com

For hearing impaired

*Website

PPOs

Blue Cross State Blue

(401) 831-6550
or 1-800-327-6152
(401) 831-2202

For hearing impaired

United Health Care's Choice Plus

1-800-422-1404

For hearing impaired

1-800-587-5188

Website

www.uhc.com

HMOs

Blue Cross Blue ChiP

(401) 831-6550
or 1-800-327-6152
(401) 831-2202

For hearing impaired

United Health Care Select

1-800-422-1404

For hearing impaired

1-800-587-5188

Website

www.uhc.com

Dental Plan

Blue Cross & Blue Shield

(401) 831-6550
or 1-800-327-6152
(401) 831-2202

For hearing impaired

Vision Plan

Vision Service Plan

1-800-877-7195

For hearing impaired

1-800-428-4833

Website

www.vsp.com

Group Life Insurance

Aetna US Healthcare

1-800-523-5065

Group Legal Plan

Signature Legal Plan

1-800-848-2012

For hearing impaired

1-800-952-0450

Website

www.legalcareplan.com

Cancer Expense Protection Plan

Aflac

(401) 521-7700

Website

www.AFLAC.com

Dependent Care Plan

Aflac

(401) 521-7700

Website

www.AFLAC.com

Short-Term Disability Insurance

Aflac

(401) 521-7700

Website

www.AFLAC.com

Deferred Compensation Plans

Aetna

1-800-238-8458

Website

www.aetnafinancial.com

Fidelity

1-800-430-2363

Website

www.fidelity.com

VALIC

(401) 521-8666

Website

www.vrsco.com

* Use same website for all Blue Cross plans.

State Office of Employee Benefits

(401) 222-3169

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Deadline for contributions to the Winter, 2001 issue is January 10, 2001.

The State of Rhode Island is an equal opportunity and diversity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 222-3090. (TDD 222-6144).

OTD Training Courses

Fall & Winter

2000-2001

November

1	Developing Personal Leadership Skills	Fee
6	Intro to Windows 95	\$ 80
6	Leadership in Nursing	65
8	Intro to PowerPoint (Office 97)	25
9	Recent Statewide Arbitration Awards	65
14 & 15	Intro to Microsoft Word (Office 97)	20
20	Intro to Access (Office 97)	110
27	Intro to Personal Computers	65
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5	Managing Change	80
9	Using Behavior Analysis to Enhance Interview Skills	85
10	Intro to Access (Office 97)	65
10	Essentials for Customer Service	40
11	Intro to Windows 95	65
13	ACLS (Advanced Cardiac Life Support)	160
17	PowerPoint Level II (Office 97)	65
19	Intro to Personal Computers	40
22	Access Level II (Office 97)	65
24	Public Contracting	15
25 & 26	Intro to Microsoft Excel (Office 97)	110

Note: Copies of the OTD catalog of training courses are now available from your department's Human Resource Officer or Training Office.

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